

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: June 23, 2021

REQUESTED ACTION: Approve release of Commissioner holiday rights and addition of County recognized holiday of Juneteenth, June 19th, as of 2021, to Collective Bargaining Agreement between the County and the Information Technology Guild.

☒ Consent ☐ Hearing ☐ County Manager

BACKGROUND

In recognition of the importance of Diversity, Equity and Information Technology Guild successfully bargained the following changes within the current (2019-2021) Collective Bargaining Agreements, which go into effect in the year 2021:

- **Release of the rights to County Commissioner holiday through County HR policy.**
- **Addition of a County recognized holiday Juneteenth (June 19th):
Article 8.1**

Observed Holidays. The following days are recognized as legal paid holidays for which time off is to be granted:

New Year's Day – January 1st

Martin Luther King's Birthday – Third Monday in January

Presidents' Day – Third Monday in February

Memorial Day – Last Monday in May

Juneteenth- June 19th

Independence Day – July 4th

Labor Day – First Monday in September

Thanksgiving Day – Fourth Thursday in November

The day immediately following Thanksgiving Day

Christmas Day – December 25th

COUNCIL POLICY IMPLICATIONS

There are no Council policy implications.

ADMINISTRATIVE POLICY IMPLICATIONS

There are no Administrative Policy implications.

COMMUNITY OUTREACH

Community Outreach is not a consideration in this matter.

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

BUDGET DETAILS

Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>

Mande Lawrence

Mande Lawrence
Director, Human Resources

APPROVED: Eileen J. O'Brien
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: July 6, 2021

SR# 114-21

APPROVED: _____
Kathleen Otto, County Manager

DATE: _____



BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Part II: Estimated Revenues

Fund #/Title	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
	GF	Total	GF	Total	GF	Total
Total						

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2020 Annual Budget		2021 Annual Budget	
		GF	Total	GF	Total

III. B – Expenditure by object category

Fund #/Title	2020 Annual Budget		2021 Annual Budget	
	GF	Total	GF	Total
Contractual				
Supplies				
Travel				
Other controllables				
Capital Outlays				
Inter-fund Transfers				
Debt Service				
Total				